

**2013 FCC EEO Public File Report for Charter Communications
12599 - OPS Buffalo Cnty NE**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 24
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 95

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12599 - OPS Buffalo Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1205629	Broadband Installer	Charter.com	1	0
		Indeed.com	1	0
		Referral	2	0
		Direct Employers	0	0
1205629 Total			4	0
1301101	Broadband Installer	Charter.com	2	0
		Referral	2	1
		Direct Employers	0	0
1301101 Total			4	1
1302040	Broadband Installer	dvr message	1	1
		Direct Employers	0	0
1302040 Total			1	1
1302937	Broadband Installer	Google	1	0
		Indeed.com	2	0
		Referral	1	0
		Direct Employers	0	0
1302937 Total			4	0
1202815	Broadband Tech I	Charter.com	3	0
		Indeed.com	1	0
		Referral	2	0
		Department of Labor Website	3	0
		Kearney Hub Newspaper	3	1
		Direct Employers	0	0
1202815 Total			12	1
1205043	Broadband Tech I	Indeed.com	2	1

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Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1205043	Broadband Tech I	Department of Labor Website	1	0
		Direct Employers	0	0
1205043 Total			3	1
1302780	Business Account Executive	Referral	1	1
		Direct Employers	0	0
1302780 Total			1	1
1204360	CLI Technician	Charter.com	3	1
		Indeed.com	1	0
		radio-Hits 106	1	0
		Direct Employers	0	0
1204360 Total			5	1
1301331	Construction Coordinator	Charter.com	3	1
		Indeed.com	1	0
		Referral	1	0
		Direct Employers	0	0
1301331 Total			5	1
1204933	Cust Sales & Serv Cntr Rep	Charter.com	2	0
		Indeed.com	3	1
		Yahoo.com	1	0
		Kearney Hub Newspaper	2	0
		Direct Employers	0	0
		State Job Board	0	0
1204933 Total			8	1
1302534	Cust Sales & Serv Cntr Rep	Charter.com	2	1
		Indeed.com	3	0
		Kearney Hub Newspaper	1	0
		Direct Employers	0	0
		State Job Board	0	0
1302534 Total			6	1
1304127	Cust Sales & Serv Cntr Rep	Charter.com	0	0
		Indeed.com	1	1
		Direct Employers	0	0
		State Job Board	0	0
1304127 Total			1	1

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Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1304341	Cust Sales & Serv Cntr Rep	Charter.com	1	1
		Direct Employers	0	0
1304341 Total			1	1
1202439	Direct Sales Rep	Charter.com	1	1
		Randstand SourceRight	0	0
1202439 Total			1	1
1302606	Direct Sales Rep	Charter.com	1	1
		Indeed.com	1	0
		Direct Employers	0	0
1302606 Total			2	1
1303707	Direct Sales Rep	LinkedIn	1	1
		Referral	1	0
		Direct Employers	0	0
1303707 Total			2	1
1203549	Field Auditor	Charter.com	1	1
		Indeed.com	1	0
		Randstand SourceRight	0	0
1203549 Total			2	1
1302138	Locator	Charter.com	1	0
		Kearney Hub Newspaper	1	1
		Direct Employers	0	0
1302138 Total			2	1
1301653	Major Accounts Executive	Charter.com	1	1
		Direct Employers	0	0
1301653 Total			1	1
1203288	QA Inspector I	Charter.com	2	1
		Randstand SourceRight	0	0
1203288 Total			2	1
1204952	Sup, Cust Sales & Service Cntr	Charter.com	1	1
		Direct Employers	0	0
1204952 Total			1	1
1202147	Sup, Direct Sales I-SFU	Charter.com	2	1
		Indeed.com	2	0
		Monster	2	0

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12599 - OPS Buffalo Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1202147	Sup, Direct Sales I-SFU	Simply Hired	2	0
		Department of Labor Website	1	0
		Randstand SourceRight	0	0
1202147 Total			9	1
1206199	Sup, Direct Sales I-SFU	Charter.com	1	1
		Randstand SourceRight	0	0
1206199 Total			1	1
1302209	Sup, Direct Sales I-SFU	Charter.com	1	1
		Direct Employers	0	0
1302209 Total			1	1
1301255	Technical & Safety Trainer I	Charter.com	5	1
		Indeed.com	2	0
		Direct Employers	0	0
1301255 Total			7	1
1204820	Warehouse Technician	career builder	1	0
		Charter.com	2	0
		Indeed.com	1	0
		Department of Labor Website	1	1
		Direct Employers	0	0
1204820 Total			5	1
1301853	Warehouse Technician	Charter.com	2	0
		Indeed.com	1	0
		Department of Labor Website	1	0
		Direct Employers	0	0
1301853 Total			4	0
Grand Total			95	24

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	43
State Job Board-NE	www.networks.nebraska.gov		Internet Posting	N/A	N	7
Simply Hired.com	www.simplyhired.com		Internet Posting	N/A	N	2
Monster.com	www.monster.com		Internet Posting	N/A	N	2
Indeed.com	www.indeed.com		Internet Posting	N/A	N	30
Direct Employers Association	www.charter.com	9002 N. Purdue Rd. Ste. 100, Indianapolis, IN 46268	Internet Posting	317-874-9000	N	
Yahoo.com	www.yahoo.com		Internet Posting	N/A	N	2
LinkedIn	www.linkedin.com		Internet Posting	N/A	N	1
Charter DCT/DVR messages					N	1
Ranstad Source Right	janelle.pflum@chartercom.com	Indianapolis, IN	Janelle Pflum	317-747-4248	N	
Careerbuilder	www.careerbuilder.com		Internet Posting		N	1
Kearney Hub Newspaper	13 E. 22nd	Kearney, NE 68848	Laura	308-234-2121	N	10
Google	1600 Amphitheatre parkway	Mountain View, CA 94043	Internet Posting		N	1
Hits 106	2223 Central Avenue	Kearney, NE 68848	Mark Reid	308-698-2142	N	1
Referral	various				N	10

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Weekly	Weekly postings of all opening in each Charter office for internal candidates to review.
2	Direct Employers Association	On-going	Charter is a member of the Direct Employers Association. Though this non-profit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions, state workforce agencies, and job banks(s), and organizations that distributes to women, minorities, the disabled, and veterans.
3	Nebraska Products Show	10/03/2013 - 10/04/2013	Product/Expo Show in Grand Island, Nebraska. Largest business & industry product show in Nebraska & the Midwest.
4	Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions	Ongoing	Charter Communications arranged and paid for training for field technicians and supervisors, enabling acquisition of skills to qualify them for higher level positions. Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, Civil Treatment for Managers, and Strategic Leadership (for Directors and above). Charter Communications provides twice yearly (April and September) study guides and practical assessments to enable self promotion for Broadband and System Technicians. Charter Communications requires that new employees complete the following training within their first month of employment: Harassment Prevention in the Workplace, Information Security and Privacy, Records and Information Management, Wage and Hour, and Charter's Marketing Privacy Preferences.

